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ABSTRACT

The 1973-74 survey is a combination of past years Faculty Salary Survey and Administrative Salary Survey. In addition, the present survey has been greatly attentuated because of a reduced budget and the commitment to collect less data from the commun. y colleges where applicable. The survey instrument was designed to collect the information about faculty and administrative salaries which was deemed essential by the Council of Presidents and the Illinois Community College Board (ICCB) staff. Each community college reported data on a comparable basis as closely as was possible. The document consists of 15 tables and brief summaries of the tables. A copy of the survey questionnaire is also included. (Author/SGM)

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FACULTY AND ADMINISTRATIVE SALARIES

IN THE PUBLIC COMMUNITY

COLLEGES OF ILLINOIS

1973-74

JC 740 166

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Data and Characteristics
Vol. II, Number 3, March 1974

PREFACE

The Faculty and Administrative Salary Survey: 1973-74 is a combination of past years Faculty Salary Survey and Administrative Salary Survey. In addition, the 1973-74 salary survey has been greatly attenuated because of a reduced budget and the commitment to collect less data from the community colleges where applicable.

The survey instrument was designed to collect the information about faculty and administrative salaries which was deemed essential by the Council of Presidents and the ICCB Staff. Every attempt was made to insure that each community college reported data on a comparable basis.

The ICCB Staff appreciate the cooperation of the personnel in the community colleges in completing the salary survey promptly and accurately. We hope that the information in this survey report will serve the needs of each of you.

Ivan J. Lach
Assistant Secretary
Research and Analysis

UNIVERSITY OF CALIF.
LOS ANGELES

JUN 21 1974

CLEARINGHOUSE FOR
JUNIOR COLLEGE
INFORMATION

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INTRODUCTION

The Faculty and Administrative Salary Survey for 1973-74 has been greatly abbreviated from the survey of the past few years. Only the most needed basic salary information was collected for the 1973-74 survey. This information will serve the needs of most community colleges in their salary considerations.

Every attempt was made to insure that the data presented were reported on a comparable basis by each college. Due to the great diversity among the community colleges in their administrative structures and their salary policies it is very difficult to make comparisons on the basis of any salary figure by itself. For example, although the academic year base salary seems to be a very comparable type of figure, it may be very misleading for some institutions that put major emphasis in providing their staff members with overloads, summer contracts, and other extra compensations. Hence, all relevent data must be considered when attempting to make comparisons on an equitable basis.

In this report we have attempted to explain and analyze the data presented in each table. Additional analysis may be desired on an individual need basis. For example, a community college may want to compare itself with five other community colleges that it considers to be in the same category with itself. This type of comparison is probably the most meaningful for local use.

NUMBER OF FACULTY MEMBERS IN ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 2 shows the number of full-time and part-time faculty members in each of the public community colleges of Illinois distributed by male and female. The total number of full-time and part-time faculty ranges from 58 at Spoon River College to 1,330 at the Chicago City Colleges. This great range represents the large diversity among the community colleges of Illinois. The total number of full-time and part-time faculty in all the public community colleges of Illinois for the fall term 1973 was 9,180.

A summary of the distribution of the Fall 1973 faculty headcount in Illinois public community colleges is shown in Table 1.

Table 1

SUMMARY OF FALL 1973 FACULTY HEADCOUNT IN ILLINOIS PUBLIC COMMUNITY COLLEGES

	FULL-TIME		PART-TIME		TOTAL	
	No.	%	No.	%	No.	%
Male	3,166	67%	2,940	66%	6,106	67%
Female	1,555	33%	1,519	34%	3,074	33%
Total	4,721	52%	4,459	48%	9,180	100%

The range in FTE (full-time equivalent) faculty was from 42 at Spoon River College and Community College of Decatur to 1,290 at the City Colleges of Chicago. A total number of FTE faculty in Illinois Community Colleges for the fall term 1973 was 5,901.

Table 2

NUMBER OF FACULTY MEMBERS IN
ILLINOIS PUBLIC COMMUNITY COLLEGES
DURING FALL TERM 1973

Dist. No.	Community College	Headcount Faculty Fall 1973							FTE Faculty Fall 1973
		Full-Time			Part-Time			Total	
		Male	Female	Total	Male	Female	Total		
501	Kaskaskia	37	15	52	31	13	44	96	61
502	DuPage	147	44	191	148	85	233	424	301
503	Black Hawk	90	50	140	86	44	130	270	160
504	Triton	165	67	232	418	210	628	860	357
505	Parkland	80	54	134	2	5	7	141	138
506	Sauk Valley	39	16	55	45	19	64	119	66
507	Danville	77	37	114	40	50	90	204	144
508	Chicago City	842	436	1,278	30	22	52	1,330	1,290
509	Elgin	44	33	77	78	39	117	194	108
510	Thornton	82	50	132	204	96	300	432	173
511	Rock Valley	91	28	119	38	6	44	163	186
512	Wm. R. Harper	109	56	165	148	77	225	390	215
513	Illinois Valley	60	18	78	23	7	30	108	82
514	Illinois Central	133	67	200	185	63	248	448	254
515	Prairie State	52	34	86	137	54	191	277	153
516	Waubonsee	41	24	65	80	44	124	189	93
517	Lake Land	62	30	92	32	46	78	170	117
518	Carl Sandburg	28	18	46	59	49	108	154	70
519	Highland	37	8	45	19	13	32	77	47
520	Kankakee	39	15	54	16	9	25	79	63
521	Rend Lake	25	13	38	25	16	41	79	52
522	Belleville	91	32	123	177	73	250	373	178
523	Kishwaukee	40	11	51	36	16	52	108	59
524	Moraine Valley	69	55	124	61	34	95	219	175
525	Joliet	96	30	126	213	80	293	419	165
526	Lincoln Land	81	39	120	59	26	85	205	154
527	Morton	43	29	72	26	20	46	118	82
528	McHenry	29	6	35	47	49	96	131	49
529	IL Eastern Col.	72	22	94	124	77	201	295	130
530	John A. Logan	30	14	44	41	26	67	111	68
531	Shawnee	37	11	48	26	20	46	94	70
532	Lake County	78	49	127	86	41	127	254	171
533	Southeastern	24	11	35	22	9	31	66	44
534	Spoon River	25	13	38	12	8	20	58	42
535	Oakton	64	42	106	56	38	94	200	130
536	Lewis & Clark	51	36	87	60	18	78	165	126
537	Decatur	19	8	27	31	10	41	68	42
	SUBTOTALS	3,129	1,521	4,650	2,921	1,512	4,433	9,083	5,815
601	SCC, E. St. Louis	37	34	71	19	7	26	97	86
	TOTALS	3,166	1,555	4,721	2,940	1,519	4,459	9,180	5,901

INSTITUTION POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 4 shows the institutional policies at each public community college in Illinois which are related to faculty salaries and faculty contracts. These policies often have a considerable impact on the salaries presented elsewhere in this report. For example, the minimum weekly contact hours per full-time instructional faculty has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty.

Of the thirty-eight community colleges in Illinois, nine have professional rank although not all of these use rank as a criteria for salary determinations. Thirty of the thirty-eight districts have faculty tenure while eight community colleges do not have faculty tenure. Twenty-eight public community college districts in Illinois have master contracts with the faculty and of these nine are multiple year contracts.

Table 3

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS IN ILLINOIS PUBLIC COMMUNITY COLLEGES

	RANGE	MEDIAN	MEAN
Minimum Yearly Credit Hours Required for Full-Time Teaching Faculty (Sem.Hrs.)	22 to 32	30	28.5
Minimum Weekly Contact Hours Required for Full-Time Teaching Faculty	9 to 17	15	14.2
Length of a Full-Time Academic Year Faculty Contract in Months	9 to 10	9	9.0

Table 4

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	Community College	FULL-TIME FACULTY: Minimum Yearly Sem. Credit Hr.	FULL-TIME FACULTY: Minimum Weekly Contact Hr.	DOES COLLEGE HAVE: Length of an Acade. Year Cont.	Profes-sional Rank	Tenure	Contract with Faculty	Multiple Yr. Cont. with Fac.
501	Kaskaskia	32	16	9 mo.	no	yes	no	N/A
502	DuPage	N/A	15	9 mo.	no	yes	yes	no
503	Black Hawk	30	N/A	9 mo.	yes	yes	yes	no
504	Triton	28-32	14	9 mo.	no	yes	yes	yes
505	Parkland	N/A	16	9 mo.	no	yes	yes	no
506	Sauk Valley	N/A	N/A	9 mo.	yes	yes	yes	no
507	Danville	24	12	9 mo.	no	yes	no	no
508	Chicago City	24	12	9½ mo.	yes	yes	yes	no
509	Elgin	30	15	9 mo.	no	yes	no	yes
510	Thornton	24	12	9 mo.	no	yes	yes	no
511	Rock Valley	N/A	15	9 mo.	no	yes	no	no
512	Wm. R. Harper	24-32	12	9 mo.	yes	yes	no	no
513	Illinois Valley	30	15	9 mo.	no	yes	yes	no
514	Illinois Central	28-32	14	9 mo.	yes	yes	yes	no
515	Prairie State	24	12	9 mo.	no	yes	yes	yes
516	Waubonsee	30	15	9 mo.	no	yes	yes	yes
517	Lake Land	N/A	16	9 mo.	no	yes	yes	yes
518	Carl Sandburg	32	16	9 mo.	no	yes	yes	no
519	Highland	22	N/A	9 mo.	no	no	yes	no
520	Kankakee	N/A	16	10 mo.	no	no	yes	yes
521	Rend Lake	28	14	9 mo.	no	yes	yes	no
522	Belleville	30	15	9 mo.	no	yes	yes	no
523	Kishwaukee	30	15	9 mo.	no	no	yes	no
524	Moraine Valley	24	12	10 mo.	yes	yes	yes	yes
525	Joliet	28	14	9 mo.	no	yes	yes	yes
526	Lincoln Land	28	14	9 mo.	no	yes	no	no
527	Morton	30	15	9 mo.	no	yes	yes	yes
528	McHenry	24	12	9 mo.	no	no	yes	no
529	IL Eastern Col.	30	17	9 mo.	no	yes	no	no
530	John A. Logan	30	15	9 mo.	no	yes	yes	no
531	Shawnee	32	16	9½ mo.	no	no	no	no
532	Lake County	28	14	9 mo.	no	yes	yes	no
533	Southeastern	30	N/A	9 mo.	no	yes	no	no
534	Spoon River	30	15	9 mo.	no	yes	yes	no
535	Oakton	28	14	9 mo.	yes	no	no	no
536	Lewis & Clark	30-32	15	9 mo.	yes	yes	yes	no
537	Decatur	30	14	9 mo.	yes	no	yes	no
601	SCC, E. St. Louis	28	9	9 mo.	no	no	yes	no
	STATE AVERAGES	28.5	14.2	9 mo.	9 yes 29 no	30 yes 8 no	28 yes 10 no	9 yes 28 no

*Load is determined each semester by objectives

ACTUAL 1973-74 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO TEACHING FACULTY

Table 6 shows the low, mean, median, and high academic year contractual base salaries paid to full-time teaching faculty at each community college in Illinois. Academic year contractual base salaries were utilized in this table to obtain as much comparability as possible among all the colleges.

The low salaries represent the lowest base salary paid to a full-time teaching faculty at each of the community college districts. These lowest salaries range from $6,250 to $11,290 at the various colleges. The high salaries represent the highest salary paid to a full-time teaching faculty at each of the colleges. The range of highest salaries was from $13,875 to $24,540. The mean and median salaries represent the mean and median salaries at each college district. The mean faculty salary for all districts was $13,695 and the median faculty salary for all districts was $13,550.

Table 5

SUMMARY OF ACTUAL 1973-74 ACADEMIC YEAR
CONTRACTUAL BASE SALARIES PAID TO FULL-TIME TEACHING FACULTY
AT PUBLIC COMMUNITY COLLEGES OF ILLINOIS

	RANGE	MEDIAN	MEAN
Low Salaries	$6,250 to $11,290	$9,100	$9,013
Mean Salaries	$10,992 to $16,919	$13,687	$13,695
Median Salaries	$10,240 to $17,337	$13,037	$13,550
High Salaries	$13,875 to $24,540	$18,408	$18,519

Table 6

SALARIES PAID TO FULL-TIME TEACHING FACULTY
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR ACADEMIC YEAR

Dist. No.	Community College	Actual 1973-74 Academic Year Contractual Base Salaries Paid to Full-Time Teaching Faculty			
		Low	Mean	Median	High
501	Kaskaskia	$ 9,275	$12,965	$12,525	$18,050
502	DuPage	10,960	16,919	17,337	22,325
503	Black Hawk	8,700	14,177	14,135	21,213
504	Triton	9,799	14,250	14,864	21,678
505	Parkland	7,200	12,176	11,900	18,447
506	Sauk Valley	8,900	12,937	12,700	19,050
507	Danville	6,364	13,680	12,500	17,567
508	Chicago City	11,290	16,764	16,705	24,540
509	Elgin	9,600	15,115	14,400	20,400
510	Thornton	9,775	15,927	16,157	22,346
511	Rock Valley	8,109	13,695	14,265	18,369
512	Wm. R. Harper	9,570	15,019	15,087	21,786
513	Illinois Valley	7,650	13,973	14,675	17,650
514	Illinois Central	8,500	13,300	13,050	18,475
515	Prairie State	8,110	15,195	16,370	20,020
516	Waubonsee	9,700	13,858	13,024	19,454
517	Lake Land	8,725	12,728	13,020	16,540
518	Carl Sandburg	8,400	11,421	11,025	13,875
519	Highland	10,591	14,200	14,708	18,500
520	Kankakee	8,000	10,992	10,761	15,206
521	Rend Lake	8,832	13,984	13,799	19,136
522	Belleville	10,356	14,616	14,340	20,393
523	Kishwaukee	7,770	12,225	12,200	15,120
524	Moraine Valley	9,507	12,505	12,250	16,316
525	Joliet	11,000	16,216	16,030	20,150
526	Lincoln Land	10,290	15,785	15,190	20,658
527	Morton	10,238	15,975	16,038	19,904
528	McHenry	10,060	12,600	12,600	17,555
529	IL Eastern Col.	6,250	14,873	11,450	15,050
530	John A. Logan	9,079	12,153	12,359	15,568
531	Shawnee	8,325	12,768	12,264	17,616
532	Lake County	9,670	14,206	14,863	19,171
533	Southeastern	9,150	12,745	12,425	16,050
534	Spoon River	9,692	13,626	14,155	18,122
535	Oakton	10,200	12,807	12,500	17,800
536	Lewis & Clark	7,500	11,521	11,400	18,120
537	Decatur	8,700	11,197	10,240	17,120
601	SCC, E. St. Louis	6,750	11,313	11,583	14,400
	STATE AVERAGES	$9,013	$13,695	$13,550	$18,519

SALARIES BASED ON SALARY SCHEDULE FOR FULL-TIME TEACHING FACULTY WITH MASTERS DEGREE PLUS ZERO HOURS

Table 6 attempts to show the lowest salary, highest salary, and the number of steps in the masters degree plus zero hours column of the salary schedule at each community college in Illinois. Since several colleges do not use the masters degree as a basis for determining position on a salary schedule, alternative but comparable ranges from their salary schedules based on faculty rank (beginning instructors column) was utilized. At least one college used levels on the salary schedule which were based on experience and merit and not on degree or credit hours beyond the highest degree. In this particular case a faculty member with a masters degree plus zero hours beyond could earn the lowest or highest salary paid by the college depending upon other criteria.

The range of salaries for each category at the thirty-eight community college districts as well as the median salary and mean salary for each category are shown in Table 7 below.

Table 7

SUMMARY OF SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH MASTERS DEGREE PLUS ZERO HOURS (OR EQUIVALENT) IN PUBLIC COMMUNITY COLLEGES OF ILLINOIS FOR 1973-74 ACADEMIC YEAR

	RANGE	MEDIAN	MEAN
Lowest Salaries	$8,300 to $11,290	$9,263	$9,324
Highest Salaries	$10,682 to $18,792	$13,720	$14,058
Number of Steps (in years)	10 to 20	12	13

Table 8

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY WITH MASTERS DEGREE PLUS 0 HOURS IN ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	Community College	LOWEST SALARY	HIGHEST SALARY	NUMBER OF STEPS
501	Kaskaskia	$ 9,600	$12,850	19
502	DuPage	9,400	15,510	10
503	Black Hawk	8,700	13,188	10
504	Triton	9,898	15,342	15
505	Parkland	8,900	13,125	N/A
506	Sauk Valley	9,200	13,175	11
507	Danville	9,000	15,033	11
508	Chicago City	11,290	17,540	16
509	Elgin	10,000	13,200	15
510	Thornton	9,775	16,109	11
511	Rock Valley	8,622	14,265	12
512	Wm. R. Harper	9,570	14,228	N/A
513	Illinois Valley	8,800	12,200	10
514	Illinois Central	8,500	13,050	--
515	Prairie State	9,270	15,270	15
516	Waubonsee	9,700	15,332	14
517	Lake Land	9,720	14,370	14
518	Carl Sandburg	8,800	12,800	12
519	Highland	9,250	13,690	10
520	Kankakee	N/A	N/A	N/A
521	Rend Lake	10,672	12,512	10
522	Belleville	9,981	15,705	14*
523	Kishwaukee	8,400	12,180	10
524	Moraine Valley	9,507**	18,792**	N/A
525	Joliet	10,600	17,400	15
526	Lincoln Land	9,800	15,190	14
527	Morton	9,345	16,038	15
528	McHenry	N/A	N/A	N/A
529	IL Eastern Col.	8,750	11,450	10
530	John A. Logan	9,133	13,119	11
531	Shawnee	8,500	10,682	13
532	Lake County	9,670	14,747	12
533	Southeastern	9,400	12,750	11
534	Spoon River	8,700	14,155	12
535	Oakton	8,200	13,200	N/A
536	Lewis & Clark	9,200	13,200	20
537	Decatur	8,700	10,770	N/A
601	SCC, E. St. Louis	9,000	13,950	10
	STATE AVERAGES	$ 9,224	$14,058	13

*Plus longevity
**Degree or hours beyond not required to attain maximum salary

SALARIES BASED ON SALARY SCHEDULE FOR FULL-TIME TEACHING FACULTY WITH DOCTORATE DEGREE

Table 10 attempts to show the lowest salary, highest salary, and number of steps in the doctorate degree column of the salary schedule at each public community college in Illinois. For colleges that use rank as the basis for their salary schedule the professor column was utilized. A few colleges do not require the doctorate degree for faculty to attain the highest salary. These exceptions are footnoted on the table.

The range of salaries, mean salary, and median salary for each category shown in Table 10 are shown below in Table 9.

Table 9

SUMMARY OF SALARIES BASED ON SALARY SCHEDULE FOR FULL-TIME TEACHING FACULTY WITH DOCTORATE DEGREE

	RANGE	MEDIAN	MEAN
Lowest Salary	$ 9,507 to $17,120	$12,028	$12,448
Highest Salary	$15,050 to $24,540	$19,171	$19,331
Number of Steps	9-32	15	16

Table 10

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY WITH DOCTORATE DEGREE IN ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	Community College	LOWEST SALARY	HIGHEST SALARY	NUMBER OF STEPS
501	Kaskaskia	$12,200	$18,700	20
502	DuPage	11,750	22,795	17
503	Black Hawk	14,561	21,213	9
504	Triton	12,867	22,517	17
505	Parkland	9,400	19,625	N/A
506	Sauk Valley	14,725	22,100	12
507	Danville	10,000	17,567	13
508	Chicago City	16,150	24,540	18
509	Elgin	12,700	20,700	20
510	Thornton	12,942	20,543	13
511	Rock Valley	11,700	19,908	17
512	Wm. R. Harper	16,337	21,786	N/A
513	Illinois Valley	11,800	17,650	15
514	Illinois Central	12,250	20,700	--
515	Prairie State	11,770	20,020	15
516	Woubonsee	12,028	20,083	16
517	Lake Land	N/A*	N/A*	N/A
518	Carl Sandburg	10,500	16,850	18
519	Highland	12,580	19,055	15
520	Kankakee	N/A	N/A	N/A
521	Rend Lake	16,192	19,136	19
522	Belleville	11,742	18,993	14**
523	Kishwaukee	10,920	16,800	15
524	Moraine Valley	9,507***	18,792***	N/A
525	Joliet	13,350	20,150	17
526	Lincoln Land	12,152	20,658	15
527	Morton	10,605	19,504	15
528	McHenry	N/A	N/A	N/A
529	IL Eastern Col.	10,550	15,050	16
530	John A. Logan	11,972	16,592	14
531	Shawnee	14,000	17,145	N/A
532	Lake County	12,571	19,171	12
533	Southeastern	11,800	16,350	15
534	Spoon River	11,179	18,122	15
535	Ockton	12,000	22,000	N/A
536	Lewis & Clark	12,500	18,900	32
537	Decatur	17,120	17,120	N/A
501	SCC, E. St. Louis	11,250	15,750	10
	STATE AVERAGES	$12,448	$19,331	16

*Salary negotiated not set on schedule
**Plus longevity
***Degree or hours beyond not required to attain maximum salary

SALARIES PAID TO TOP ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1973-74

Table 12 shows the salaries paid to the chief administrative officer, chief academic officer, chief financial officer, and chief student services officer in each of the public community colleges in Illinois. Although these positions are readily identified at most of the colleges, there are a few instances in multi-campus institutions where administrators share both district as well as campus responsibilities. In addition, in some cases one administrator performs two of the functions listed in the table.

A summary of the salaries paid to top administrators in Illinois public community colleges during 1973-74 appears below in Table 11.

Table 11

SUMMARY OF SALARIES PAID TO TOP ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1973-74

ADMINISTRATIVE POSITION	RANGE	MEDIAN	MEAN
Chief Administrative/ Executive Officer	$23,500* to $47,500	$31,375	$31,788
Chief Academic Officer	$16,800 to $34,000	$24,250	$24,073
Chief Financial Officer	$14,250 to $38,000**	$23,000	$23,007
Chief Student Services Officer	$15,846 to $31,000	$21,725	$22,338

*The $23,500 salary is for the chief administrator at a campus of a multi-campus district. The lowest salary of a chief executive of a community college district is $26,000.
**Chief financial officer is also executive vice-chancellor

Table 12

SALARIES PAID TO TOP ADMINISTRATORS IN
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1973-74

Dist. No.	Community College	Chief Administrative Officer	Chief Academic Officer	Chief Financial Officer	Chief Student Services Officer
501	Kaskaskia	$29,600	$21,825	$19,825	$16,625
502	DuPage	36,500	vacant	N/A***	26,243
503	Black Hawk	37,000	N/A*	27,500	N/A
	Black Hawk Q.C.	30,000*	**	N/A	24,913
	Black Hawk East	24,500*	16,800	N/A	18,288
504	Triton	42,409	32,452	32,452	31,006
505	Parkland	35,000	26,560	27,560	22,600
506	Sauk Valley	30,000	22,500	27,500	21,000
507	Danville	26,500	21,200	21,200	21,200
508	Chicago City	47,500	34,000	38,000	24,500
	Kennedy-King	31,950	20,935	21,260	N/A
	Loop	30,200	26,080	19,116	21,040
	Malcolm X	30,000	25,000	20,000	N/A
	Mayfair	32,250	27,780	21,155	21,725
	Olive-Harvey	30,875	22,300	N/A	20,000
	Southwest	32,160	24,000	17,000	19,700
	Wilbur Wright	32,250	27,800	16,500	27,800
509	Elgin	31,000	25,750	25,750	23,800
510	Thornton	36,000	26,600	25,800	25,000
511	Rock Valley	33,920	21,300	21,756	25,859
512	Wm. R. Harper	40,908	30,757	30,190	27,377
513	Illinois Valley	33,000	26,500	23,000	21,500
514	Illinois Central	36,500	29,550	29,200	29,550
515	Prairie State	30,000	28,400	21,500	24,500
516	Waubonsee	32,500	28,200	26,500	26,500
517	Lake Land	29,000	21,700	21,700	20,500
518	Carl Sandburg	30,500	23,500	19,700	18,450
519	Highland	26,000	19,500	18,400	21,400
520	Kankakee	29,000	19,500	17,282	19,407
521	Rend Lake	31,017	22,000	15,250	17,166
522	Belleville	35,227	25,005	25,823	22,910
523	Kishwaukee	29,000	22,000	17,750	15,846
524	Moraine Valley	33,000	24,500	26,675	27,280
525	Joliet	33,454	24,700	26,900	26,300
526	Lincoln Land	35,000	26,000	26,000	26,000
527	Morton	31,500	26,460	24,400	18,020
528	McHenry	28,000	22,000	24,750	N/A
529	IL Eastern Col.	30,600	N/A	14,250	N/A
	Lincoln Trail	24,900	17,650	N/A	17,650
	Olney Central	23,500	17,650	N/A	17,650
	Wabash Valley	23,500	17,650	N/A	17,650
530	John A. Logan	29,000	21,000	20,800	22,500
531	Shawnee	29,500	21,018	15,500	20,490
532	Lake County	38,400	27,500	26,500	23,900
533	Southeastern	31,250	20,750	20,000	20,750
534	Spoon River	29,380	21,600	24,000	20,400
535	Oakton	32,065	27,125	23,300	25,000
536	Lewis & Clark	32,500	23,738	23,738	22,738
537	Decatur	30,000	26,000	22,200	21,000
601	SCC, E.St. Louis	32,000	22,500	21,500	21,500
	STATE AVERAGES	$31,788	$24,073	$23,007	$22,338

*Share district responsibilities

**Chief academic officer is also the chief administrator

FACULTY ORGANIZATIONS THAT ARE INVOLVED IN VARIOUS FACULTY SALARY AND WELFARE ACTIVITIES IN ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 14 shows the faculty organizations or faculty committees that are involved in various faculty salary and welfare activities at each of the public community colleges of Illinois. The predominate faculty organizations recognized as the negotiating body for the faculty are the AFT, the Faculty Senate and the local faculty association at the community colleges. The local faculty associations are not affiliated with any state or national faculty organization although the individual members often belong to one or more state or national organizations.

A summary of the involvement of each organization in the community colleges of Illinois is shown below in Table 13.

Table 13

SUMMARY OF INVOLVEMENT OF FACULTY ORGANIZATIONS IN THE COMMUNITY COLLEGES OF ILLINOIS

Organization	Number of Community College Districts in Which				
	Recognized by Board	Recognized Nego. Body	Included in Negotiations	Handle Grievances	Organized Campus ONLY
AAUP	1	1	1	--	--
IHEA-NEA	2	2	2	2	5
AFT	3	13	10	10	5
Local Faculty Assoc.	8	5	3	7	4
Faculty Senate	9	6	6	7	1
Special Faculty Com.	--	3	3	2	--
College Council	2	2	2	2	--

Table 14

FACULTY ORGANIZATIONS

Dist. No.	Community College	Have Official Board Recognition	Recognized as Negotiating Body	Included in Salary Negotiations	Organization Which Handle Grievances	Other Organizations On Campus
501	Kaskaskia	E	E	E	E	N/A
502	DuPage	E	F	F	F	B,C
503	Black Hawk	E	F	F	E	C
504	Triton	D	D	D	D	C
505	Parkland	D	D	D	D	none
506	Sauk Valley	B	B	B	B	none
507	Danville	none	none	none	none	B,A
508	Chicago City	C	C	C	C	none
509	Elgin	N/A	N/A	D	D	D
510	Thornton	C	C	C	C	B
511	Rock Valley	none	none	F	E	F
512	Wm. R. Harper	E	E	E	F	N/A
513	Illinois Valley	C	C	C	C	none
514	Illinois Central	none	C	D	none	D
515	Prairie State	C,A,D	C	C	C	none
516	Waubonsee	C	C	C	C	none
517	Lake Land	D	D	D	D	C
518	Carl Sandburg	E	E	E	E	none
519	Highland	C	C	C	C	N/A
520	Kankakee	none	none	none	none	none
521	Rend Lake	none	none	none	none	none
522	Belleville	A,E	A	A	E	none
523	Kishwaukee	E	E	E	E	none
524	Moraine Valley	C	C	C	C	none
525	Joliet	C	C	C	C	none
526	Lincoln Land	E	E	E	G	D,C,A
527	Morton	C	C	C	C	none
528	McHenry	D	D	D	D	none
529	IL Eastern Col.	none	F	none	none	N/A
530	John A. Logan	B	B	B	B	none
531	Shawnee	N/A	N/A	N/A	N/A	N/A
532	Lake County	C,D	C	C,D	C	A,B
533	Southeastern	none	none	N/A	none	A,B
534	Spoon River	G	G	G	G	none
535	Oakton	D	D	D	D	D
536	Lewis & Clark	D	none	none	D	B,A
537	Decatur	G	G	G	none	none
601	SCC, E.St. Louis	E	E	E	E	none

KEY:
A = AAUP
B = IHEA-NEA
C = AFT
D = Local Faculty Association
E = Faculty Senate
F = Special Faculty Committee
G = College Council or Committee (includes administrators & faculty)

BOARD OF TRUSTEES REPRESENTATION IN FACULTY NEGOTIATIONS

Table 15 shows who represents the Board of Trustees in faculty negotiations at each of the public community colleges of Illinois. In thirteen of the thirty-eight community college districts the Trustees represent themselves either as a group or by some of the Trustees serving on a special negotiation committee. The president or chancellor has the entire responsibility of representing the Board of Trustees at nine of the thirty-eight community college districts in Illinois. The remaining sixteen community colleges utilize a variety of other personnel to represent the trustees in faculty negotiations with other top administrators being the most commonly used representatives. Only four of the community colleges hire outside negotiators to represent the trustees at faculty negotiations.

Table 15

BOARD OF TRUSTEES REPRESENTATIVES
IN FACULTY NEGOTIATIONS

Dist. No.	Community College	WHO REPRESENTS THE BOARD IN FACULTY NEGOTIATIONS
501	Kaskaskia	Board Committee
502	DuPage	Board Welfare Committee
503	Black Hawk	President and Vice President
504	Triton	2 Board Members
505	Parkland	Board
506	Sauk Valley	2 Board Members and 1 Administrator
507	Danville	President
508	Chicago City	Chancellor
509	Elgin	Vice President Business and Finance
510	Thornton	Professional Negotiator Retained by Board
511	Rock Valley	Vice President
512	Wm. R. Harper	Board Members
513	Illinois Valley	Professional Negotiating Business Manager
514	Illinois Central	Chief Financial Officer and Chief Academic Officer
515	Prairie State	Outside Negotiator
516	Waubonsee	2 Members of Board
517	Lake Land	3 Board Members and 1 Administrator
518	Carl Sandburg	Director Business Services
519	Highland	Assistant to President and Controller
520	Kankakee	College President
521	Rend Lake	Business Manager/Treasurer
522	Belleville	Board Committee
523	Kishwaukee	Administrators--3 individuals
524	Moraine Valley	Management Consultant and Administrative Team
525	Joliet	Consultant and Management Team
526	Lincoln Land	2 Appointed Trustees
527	Morton	President
528	McHenry	3 Board Members
529	IL Eastern Col.	Chancellor
530	John A. Logan	Board Attorney
531	Shawnee	President
532	Lake County	Outside Negotiator and 2 Administrators
533	Southeastern	President and 2 Trustees
534	Spoon River	Dean of Finance
535	Oakton	Administrative Recommendation
536	Lewis & Clark	President
537	Decatur	Ad hoc Committee of Board
601	SCC, E. St. Louis	President

APPENDIX A

SURVEY INSTRUMENT USED IN FACULTY AND ADMINISTRATIVE SALARY SURVEY 1973-74

FACULTY AND ADMINISTRATIVE SALARY SURVEY

OF ILLINOIS COMMUNITY COLLEGES FOR 1973-74

DISTRICT #_____ RESPONDENT_____ CAMPUS NAME _____

The salary survey for 1973-74 includes only a few selected questions. Therefore, we ask that you please answer the following questions.

A. Please indicate the number of Fall 1973--
1. Full-time female faculty — 1 _____
2. Full-time male faculty — 2 _____
3. Part-time female faculty — 3 _____
4. Part-time male faculty — 4 _____

B. To be considered full-time instructional faculty for an academic year on your campus, what is considered to be--
5. The minimum yearly instructional credit hours? — 5 _____
6. The minimum weekly contact hours? — 6 _____

C. Please indicate the total number of FTE faculty for fall, 1973. (7) — 7 _____

D. Does your college have professional rank? (8) — 8 yes _____ no _____

E. Based on actual 1973-74 academic year contractual salaries paid to your full-time teaching faculty please indicate the following--
9. Lowest salary — 9 _____
10. Mean salary — 10 _____
11. Median salary — 11 _____
12. Highest salary — 12 _____

F. From your present salary schedule for full-time faculty indicate the following--
13. Master's Degree (instructor) Lowest salary — 13 _____
14. Master's Degree (instructor) Highest salary — 14 _____
15. Number of steps, if applicable, in the Master's Degree (instructor) column — 15 _____
16. Doctorate Degree (professor) Lowest salary — 16 _____
17. Doctorate Degree (professor) Highest salary — 17 _____
18. Number of steps, if applicabale, in Doctorate (professor) column — 18 _____

G. Please answer the following items about your faculty contract--
19. Do you have a faculty contract? — 19 yes _____ no _____
20. What is the length of a full-time contract? — 20 _____
21. Do you have a multiple year contract? — 21 yes _____ no _____
22. Do you have tenure? — 22 yes _____ no _____

H. Please indicate the ACTUAL salary of the following--
23. Chief Administrative Officer — 23 _____
24. Chief Academic Officer — 24 _____
25. Chief Financial Officer — 25 _____
26. Chief Student Services Officer — 26 _____

I. Please answer the following items:
27. Which faculty organization(s) is/are recognized by the Board of Trustees? — 27 _____
28. Which faculty organization is the recognized Negotiating Body for the faculty? — 28 _____
29. Which faculty organization(s) is/are organized on campus but not recognized? — 29 _____
30. Which faculty organization(s) is/are included in salary negotiations — 30 _____
31. Which faculty organization handles grievances for the faculty? — 31 _____
32. Who represents the Board of Trustees in Faculty Salary Determinations? — 32 _____
33. If there are any unique features in your faculty contract, explain on the back of this form.